

Goals, Strategies, and Objectives for Fiscal Year 2003 MVM Strategic Plan

GOAL 1

To have the most motivated, competent work force in the Corps of Engineers. *(Goal Champion: Dave Cash)*

Championship teams are comprised of individual champions working well together. A team of highly motivated, skilled and empowered individuals is essential to execute our missions in a reliable, responsive and respected manner.

Strategy 1.1 Enhance technical, management and leadership excellence. *(Champion: Jim Hayes)*

Objective 1.1.1 Improve supervisor/employee performance appraisal process. *(Champion: Linda Boyd)*

Objective 1.1.2 Enhance District environmental engineering capability. *(Champion: Clarice Sundeen)*

Strategy 1.2 Promote a safe, healthy and productive work environment. *(Champion: Maj.(P) Todd Gile)*

Objective 1.2.1 Develop a plan to Improve the work environment by 3rd Quarter Fiscal Year 2003 and implement the plan by Fiscal Year 2005. *(Champion: Rich Kaiser)*

Objective 1.2.2 Deploy an effective, proactive internal communication strategy among the leadership by 3rd Quarter Fiscal Year 2003. *(Champion: Bob Anderson)*

Strategy 1.3 Attract, hire and retain a diverse "world class" workforce. *(Champion: Alice Converse)*

Objective 1.3.1 Implement aggressive recruiting and hiring practices to develop and retain a quality and diverse workforce. *(Champion: Dave Berretta)*

Objective 1.3.2 Develop a 5-year succession plan by May 2003. *(Champion: Alice Converse)*

Objective 1.3.3 Improve delivery of human resource services. *(Champion: Arthurline Miller)*

GOAL 2

Become the recognized leader in project delivery within USACE. *(Goal Champion: Dennis Kamper)*

We must excel in project delivery, focus on continuous process improvement, and execute our mission in the most effective manner to remain indispensable to our customers.

Strategy 2.1 Develop Full Performance Project Delivery Teams. *(Champion: Ken Williams)*

Objective 2.1.1 Continuously Improve Team Performance. *(Champion: Ken Williams)*

Objective 2.1.2 Develop an interim NAS approach and P2 implementation plan by March 2003. *(Champion: Dewey Jones)*

Strategy 2.2 Formalize Process Improvement System. *(Champion: Harris Vandergriff)*

Objective 2.2.1 Develop an approach to map and improve all District processes by 4th Quarter Fiscal Year 2005. *(Champion: Harris Vandergriff)*

Objective 2.2.2 Establish a District team to implement recommendations from ISO 9000 action plan with the intent to achieve ISO 9000 Certification by 4th Quarter Fiscal Year 2006. *(Champion: Jerome Bingham)*

Strategy 2.3 Become a Learning Organization. *(Champion: Dave Sirmans)*

Objective 2.3.1 Develop a Knowledge Management System by 4th Quarter Fiscal Year 2005. Develop a process to capture employee institutional knowledge by May 2003. *(Champion: Ron Fennell)*

Objective 2.3.2 Drive culture change to make learning an inherent part of how we work. *(Champion: Fred Hoffman)*

GOAL 3

Aggressively seek unmet needs and develop sustainable infrastructure and environmental solutions. *(Goal Champion: Eddie Belk)*

USACE and Memphis District must provide leadership and expertise to address the toughest engineering and environmental challenges in a balanced, collaborative manner. Effectively executing our current workload & expanding investments by 15 percent annually over the next five years will optimize our ability to address the Nation's unmet needs.

Strategy 3.1 Identify and link unmet needs with Corps capabilities. *(Champion: Jim Reeder)*

Objective 3.1.1 Develop three new recon level initiatives for inclusion in the Fiscal Year 2004/2005 budget. *(Champion: Jim Reeder)*

Objective 3.1.2 Develop investments under existing traditional and new non-traditional authorities to achieve 15 percent annual growth. *(Champion: Jim Reeder)*

Objective 3.1.3 Maximize Regional Efficiencies and Memphis District's contribution to marine maintenance (Ensley Engineer Yard) and channel improvement. *(Champion: Dave Sirmans)*

Strategy 3.2 Embrace and Demonstrate Corps Environmental Operating Principles within Memphis District. *(Champion: Dave Reece)*

Objective 3.2.1 Shift District focus from single output to Watershed Approach by September 2004. *(Champion: Dave Reece)*

Objective 3.2.2 Educate customers, the workforce and the environmental stakeholders on sustainable projects. *(Champion: Clarice Sundeen)*

Strategy 3.3 Strengthen Customer and Stakeholder Partnerships. *(Champion: Mike Callaway)*

Objective 3.3.1 Improve Stakeholder Relationships and Develop a Customer Management System by September 2003. *(Champion: Mike Callaway)*

Objective 3.3.2 Tell the Corps story to the public and publicize our successes. *(Champion: Bob Anderson)*

U.S. Army Corps of Engineers Vision: The world's premier engineering organization, responding to our Nation's needs in peace and war. A full spectrum Engineer Force of high quality, dedicated soldiers and civilians.

• Trained and ready

• A vital part of the Army

• Dedicated to public service

• An Army values-based organization